



Creating the Future

STEWARDSHIP

Demonstrates accountability, discretion and sound judgment when utilizing tangible and intangible University resources to ensure the public trust.

Core Behavioral Anchors –

1. Acts in a manner consistent with the UC Standards of Ethical Conduct and other UC policies.
2. Utilizes available resources (people, processes and tools) to achieve organizational goals; models accountability.
3. Understands and adheres to safety guidelines; reports and corrects potential threats; models safe behaviors.

Management Behavioral Anchors –

1. Holds team members accountable for upholding the UC Standards of Ethical Conduct and other UC Policies.
2. Identifies ways to share resources, promoting greater efficiencies across the University and communities served.
3. Holds team members accountable for adhering to safety guidelines, reporting and correcting potential threats; and modeling safe behaviors.

Met Few Expectations (MFE)	Met Some Expectations (MSE)	Successfully Met Expectations (SME)	Far Exceeded Expectations (FEE)
Lacks organization, prioritization, and time management skills.	Often disorganized; has difficulty prioritizing projects and tasks.	Demonstrates effective organization, prioritization and time management skills.	Highly effective and efficient; models and shares organization, prioritization, and resource management skills.
Finds fault with others or makes excuses for lack of accountability; hinders growth and progress of team.	Lacks accountability for work responsibilities and actions.	Consistently meets obligations and deadlines; promotes and contributes to team progress.	Models accountability; thinks of innovative ways to move projects forward to accomplish goals and achieve quality results.
Expresses a lack of understanding or support for the UC policies (e.g. ethics, sexual harassment, licensure).	Is informed of UC policies, behavior is occasionally inconsistent with the policies (e.g. ethics, sexual harassment, licensure).	Is aware of and follows the UC policies.	Actively models and promotes the UC policies.
Engages in practices that violate safety standards putting self and others at risk.	Does not consistently adhere to health and safety standards, creating risks to self and others.	Understands and applies health and safety standards; reports and corrects potential threats.	Establishes innovative practices that uphold and improve health and safety standards; mentors others in safe practices.
Consistently fails to complete mandatory training within the specified timeframe.	Occasionally misses deadlines for completing required training modules.	Completes mandatory training within the specified timeframe.	Consistently completes mandatory training within the specified timeframe and proactively seeks out additional learning opportunities related to mandatory training topics.